

# Perspectives on managing innovation in long-term care: a Q-methodology study

living lab  
in ageing and  
long-term care

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# Background



- population aging and staff shortage  
compel health care organizations to innovate
- embedding innovation structurally in health care organizations is not simple
- how to prepare to succeed in any type of innovation

# INNOVATION IS NOT AN AD-HOC INITIATIVE

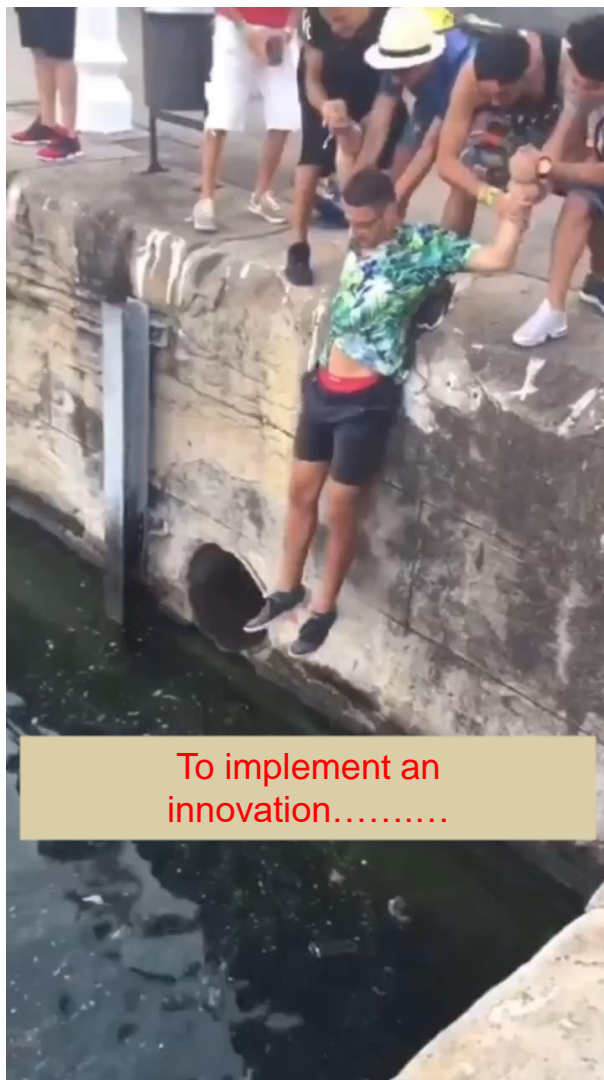


ORGANIZING CARE	ORGANIZING INNOVATION
Vision on care / values	?
Infrastructure; teams, roles	?
Interprofessional collaboration	?
Leadership	?
Systems, tools, instruments	?
Processes, procedures, quality	?
Budget, conditions etc etc	?

# Innovation readiness



- the level of maturity of an organization
- to succeed in any type of innovation
- comprehends the entire innovation cycle



To implement an  
innovation.....



# Research innovation readiness



## Scoping review

- factors contributing to innovation readiness
- studied in health care

## Interviews

- what are important factors studied in long-term care
- interviews with health-care experts (#16)

## Q-study

- factors: most – least important
- #30 health-care experts

## Scan

- self-evaluation -> indicating innovation readiness maturity

# Scoping review



- Studies reporting empirical data
- 90% studies since 2011
- no innovation readiness framework
- interplay of factors understudied
- 50% studies: in hospitals - implementation

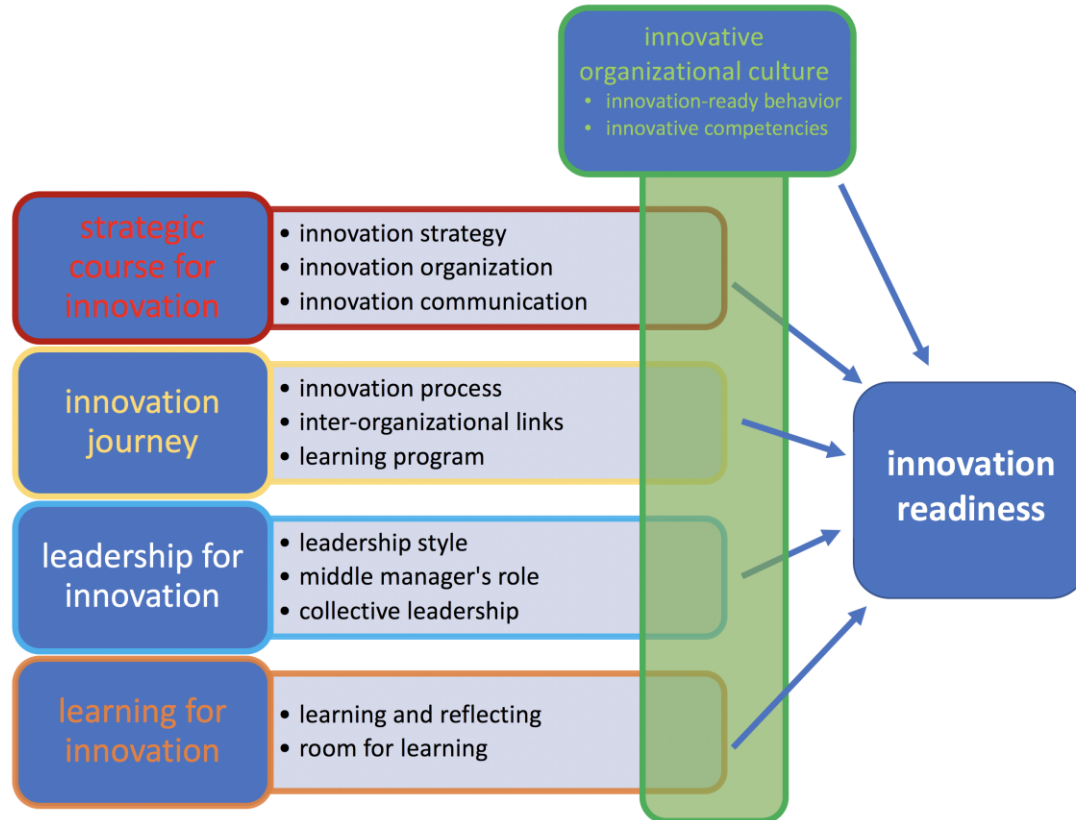
# Interview study



**“You have to prepare upfront...to decide on your envisioned direction”**



# FRAMEWORK INNOVATION READINESS



# Q-sort : offline / online



# PERSPECTIVES Q-STUDY



- 1. supportive role of management**
- 2. participation of the client (system) and employees**
- 3. setting the course and creating conditions**
- 4. structuring decision-making, roles and responsibilities**

# Conclusion

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36 statements being important for innovation readiness



no fixed route toward innovation readiness



suggested: start with the innovation ambition



next step: develop a scan to assess the innovation readiness

# Maastricht Innovation Readiness Assessment



## 3. In mijn organisatie wordt het innovatiebudget daar waar nodig bijgesteld.

Innovatiebudget: budget dat is bestemd voor innovatie o.a. aankoop van innovaties en tijd voor medewerkers bij innovatieprojecten.



Niet

Informeel

Af en toe

Meestal

Optimaal

Geen  
zicht op



# Thank you for your attention

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